

RECOMMENDED DIVERSITY INITIATIVE

- Form a task force to oversee the company's diversity efforts
 - Helps organizations to see things for what they are
 - Helps organizations to strategize their diversity programs
- Provide diversity and sensitivity training to all employees
- Identify benefits of and progress toward creating a diverse team
 - Discovering the strengths, passions, irritants and interest of the team members in order to utilize the many talents of the work force and create a more open, communicative and team atmosphere in the work place
 - Create an "All for One & One for All" way of thinking
- Identify benefits of and progress toward creating a diverse array of vendors and clientele
- Commit to a long-term strategy
 - Establish a work culture that embraces diversity and harnesses its strength
 - Establish measurable programs and initiatives designed to recruit, mentor, and retain women and minorities in your workforce
 - Establish employee forums to harness employees' insight
 - To encourage a positive change
 - To identify marketplace opportunities
 - Create policies and procedures enabling the treatment of female and minority employees in an equitably manner, especially in:
 - Hiring
 - Evaluations
 - Pay raises
 - Promotions
 - Equitably is the key word
 - This must be done in a way that does not discriminate against the males and non-minority employees within the organization